

XI. COMPREHENSIVE SYSTEM OF PERSONNEL DEVELOPMENT

Iowa has developed and is implementing a Comprehensive System of Personnel Development that is consistent with the purposes of Part B of IDEA through its State Improvement Plan/Grant. The Plan/Grant is designed to ensure an adequate supply of qualified special and regular education and related services personnel and is updated at least every five years.

The State Improvement Plan/Grant meets the following requirements regarding an analyses of the State and local needs for professional development for personnel to serve children with disabilities. The data include:

- a) the number of personnel providing special education and related services
- b) relevant information on current and anticipated personnel vacancies and shortages
- c) the extent of the certification or retraining necessary to eliminate shortages based on existing assessments of personnel needs.

The State Improvement Plan/Grant describes the strategies the state will use to meet the needs described above for in-service and pre-service preparation to ensure that all personnel who work with children with disabilities (including both professional and paraprofessional personnel who provide special education, general education, related services, or early intervention services) have the skills and knowledge necessary to meet the needs of children with disabilities. The plan includes a description of how the State will:

- a) Prepare general and special education personnel with the content knowledge and collaborative skills needed to meet the needs of children with disabilities including how the State will work with other States on common certification criteria;
- b) Prepare professionals and paraprofessionals in the area of early intervention with the content knowledge and collaborative skills needed to meet the needs of infants and toddlers with disabilities;
- c) Work with institutions of higher education and other entities that (on both a pre-service and an in-service basis) prepare personnel who work with children with disabilities to ensure that those institutions and entities develop the capacity to support quality professional development programs that meet State and local needs;
- d) Work to develop collaborative agreements with other States for the joint support and development of programs to prepare personnel for which there is not sufficient demand within a single State to justify support or development of a program of preparation;
- e) Work in collaboration with other States, particularly neighboring States, to address the lack of uniformity and reciprocity in credentialing of teachers and other personnel;
- f) Enhance the ability of teachers and others to use strategies, such as behavioral interventions, to address the conduct of children with disabilities that impedes the learning of children with disabilities and others;
- g) Acquire and disseminate, to teachers, administrators, school board members, and related services personnel, significant knowledge derived from educational research

and other sources, and how the State will, if appropriate, adopt promising practices, materials, and technology;

- h) Recruit, prepare, and retain qualified personnel, including personnel with disabilities and personnel from groups that are under-represented in the fields of regular education, special education, and related services;
- i) Insure that the plan is integrated, to the maximum extent possible, with other professional development plans and activities, including plans and activities developed and carried out under other Federal and State laws that address personnel recruitment and training; and
- j) Provide for the joint training of parents and special education, related services and general education personnel.

Legal References

Federal Requirements

20 USC 1413(a)(14).....	Comprehensive System of Personnel Development
20 USC 1435(a)(8).....	Personnel development for early intervention
20 USC Part D 1451	Program improvement grants
20 USC 1453.....	Coordinated technical assistance
20 USC 1461.....	Coordinated technical assistance
34 CFR 300.135.....	Comprehensive system of personnel development
34 CFR 300.380.....	General CSPD requirements
34 CFR 300.381	Adequate supply of qualified personnel
34 CFR 300.382.....	Improvement strategies
34 CFR 300.622.....	Subgrants for capacity building

Iowa Requirements

Iowa Administrative Rules of Special Education
281-41.15 – LEA Responsibilities
281-41.20 – Personnel development